

Minutes of the meeting of BICC Executive Committee held on Monday April 24, 1972 at BICC Headquarters.

PRESENT

Marie Gonzales  
Pedro Iglesias  
George Wibecan  
William Hoffman  
Richard Proctor  
Joseph Partenheimer  
Roland E. Stewart  
Thomas Boykin

Joseph Denehan  
Henry Boardman  
Marshall Wolf  
Stanley Osowski  
Helen Mitchell  
Andrew Washington  
Dennis Cherot  
Sylvester Hart  
John Clarkson

Meeting was called to order at 6:15 P.M. by Co-Chairman Richard Proctor who turned the meeting over to Mr. Wolf.

Mrs. Gonzales stated that, the minutes of March 27, 1972 were incorrect by calling Mr. Henry Amador Mr. Henry Rodrigues. Mr. Wolf asked that the minutes be corrected.

EXECUTIVE DIRECTOR'S REPORT:

Mr. Stewart reported on the meeting which was held on April 19, 1972 with ADP-PDS and twelve (12) people from the U.S. Department of Labor of Washington, D.C. They came to Newark from New York after talking with ADP-PDS and looking at their operation over there. As you know, ADP-PDS has a contract with the Office of Economic Opportunity currently to run 2,500 people thru their matching system and the Department of Labor has been increasingly disenchanted with the system they are using, the employment service job bank involving micro-film reader. They felt a lot of money has been spent and the results have not been beneficial. This group of 12 gentlemen who came out of Secretary Hodgson's office have been going all over the country looking at the 5 different match systems in existences. Four of them which the Dictionary of Occupational Titles, known as DOT code. The Department of Labor representatives have been quite favorably impressed with the Cliff Matching System and they were particularly concerned about where it was in effect and how long it's been in effect. With the documented kinds of information BICC has and the great experience BICC has had with the system, it seems that the Department of Labor is postured towards running 100,000 people thru the Cliff Matching System. The group wanted to know from Mr. Youchah how much would 100,000 people going thru the system cost them. Mr. Youchah so far has not replied to D.O.L. It seems that the wheels are turning over in New York and in Washington, D.C. to make something go.

Another dynamic is that TEAM has become committed towards using the Match System in their work with their clients, and of course the basic hangup is with the State Employment Service which, very frankly, sees the Match System as a direct threat to the kinds of things they have been doing.

TEAM has 300 people who will be graduating shortly and they would like for BICC to run these people thru the Matching System so that they can be better integrated into jobs. They have 28-32 people who are immediately graduating within the next 10 days and wants BICC to provide analysis for them.

Mr. Wolf proposed that the BICC board members meet weekly for the next 5 weeks. He went on to say that if the BICC staff wants an advisory group as raised by Mr. Boardman, they should talk to the Co-Chairmen and select someone from the board.

It was agreed to have Mr. Bernie Wilcox, Mr. Ralph Grebow and Mr. Dennis Cherot, to work with Mr. Stewart on any contracts BICC may make related to ADP-PDS. Mr. Proctor asked if ADP have been working with BICC as they promised and if we have more companies going into the computer, why aren't we getting more vacancies and placements?

Mr. Stewart replied that we're still saddled with the tight job market. The mass majority of the openings is still in the lower spectrum of skills and we specifically said to companies that BICC would like the job descriptions and the functional analysis of the jobs, whether they are open or not to give us a broader base of employment opportunities. Ultimately BICC may sell people to an employer.

Mr. Proctor asked is there anything to deter BICC from moving faster in recruiting companies?

Mr. Stewart stated he would welcome any idea to encourage companies further to (1) have job openings, (2) give BICC the descriptions of the job openings for our job register.

Mr. Wolf suggested that Mr. Stewart call him and give him the list of the four companies who he feels he received the least job openings from and they'll look at it together.

Mr. Stewart further reported that Mr. Pulhamus of the Newark College of Engineering and BICC will get together for all of the jobs they have to put on our register. The College of Medicine & Dentistry of N.J. sent BICC a three page listing of every health job which they have under the professional level. Mr. Stewart stated that he believe that BICC will have ample profiles to keep both ADP and BICC busy for the next two weeks in addition to the other people who come into BICC.

#### CONSTRUCTION TRADES-GATEWAY NEWARK AIRPORT ACTION COMMITTEE (GNAAC)

Mr. Stewart reported that BICC had written to Mr. Bulman of the Mechanical Contractor's Association and Mr. Brienza of the Building Contractors Association of N.J. to secure their assistance for the construction trades descriptions so that BICC can list these jobs on its computer. Basically, the reason is our cooperative effort with Mr. George Fontaine & the Newark Construction Trades Training Center which has 500 potential trainees whom they wish to direct into specific construction trades. Mr. Fontaine and BICC are presently working together to get the trades on their registers and hopefully BICC will out-station a staff member at NCTTC to get basic applications from the people there and run them against the computer.

The Federal Office of Contract Compliance in Newark has its own minority hiring plan which is a watered-down plan. The Newark Plan has been generally accepted by the Newark Airport and the various airlines for integrating

ADP-FDS called TEAM and told them they no longer needed them so TEAM will start referring people to BICC who needs people at \$27.00 payable each.

Mr. Stewart further stated that what is developing really is not so much a conflicting and competitive job placement operation, but a kind of qualitative function which was underscored by the Department of Labor group.

Mr. Proctor asked for a comment on the progress of the BICC staff profiling BICC member companies jobs. He asked whether more openings developed, has it caused more vacancies, and has it caused more placement?

Mr. Stewart replied no to all three. As far as getting profiles on the jobs, things are still developing.

Mr. Boardman reported that he went to Western Electric's employment people and was told that any company doing any kind of thing with the federal government has to by law, furnish a total listing of all their openings with the State Employment Service. Why are we duplicating all of this? Couldn't everyone just go to the State Employment Service and use their listings?

Mr. Stewart replied that social agencies who have the State Employment Service microfilm reader on their premises, never see the microfilm or have access to the job which N.J. State Employment Service has. The data which companies give to the State Employment Service is not the same kind of information BICC needs. BICC wants, really, a functional analysis of the job rather than a job description in terms of B.S. degree, a years experience, must drive a car. This is a very valid argument by an employer, that State Employment Service asks for it and so and so asks for it. I think that where we've been heading, in terms of the Computer Match, is to get the functional analysis of the job and have it available to everybody. The other dynamic we've been trying to get together and to have all the various agencies do is to tie in the same kind of record keeping, the same kind of matrix, the same kind of information coming from out of all agencies, which was one of the points that the Department of Labor was impressed with.

Mr. Hoffman asked if everything should come thru, would the Department of Labor write a contract with ADP. Would they do it on a per head basis again?

Mr. Stewart replied, yes, since ADP owns the system, then ADP can sub-contract to existing agencies to operate really the people processing thru and interview. As far as per head basis, I don't know yet. We'll have to collectively talk about and price out; it's all conjecture now until something breaks. We're waiting for some kind of word for the go ahead. The Department of Labor and HUD have money; they may have money they would like to spend before the fiscal year ends in June, 1972. So between now and June 30, 1972, they may come out with a program and the chances are very high.

Mr. Stewart continued to say that the Department of Labor has not made any plans for a specific project in Newark, N.J. They are talking 100,000 people. If they, and this is only an opinion, do a similar pattern, they would want to spot them over portions of the country where there are agencies which could handle these numbers and where there is a high unemployment rate. As of today, April 24, 1972, the country has a 6% unemployment rate and Newark has a 14% unemployment rate.

minorities into construction trades. The Newark Plan conceived through the GNAAC, calls for 50% of the available jobs on federally funded projects while the Federal Plan calls for 38% in the general overall trades and as low as 2 or 3% in some of the trades.

Mr. Stewart indicated that there are kinds of politics involved now in terms of how can the 2 plans be either compromised or fused together.

Mr. Stewart reported that as part of the GNAAC, Mr. Arthur Jones and himself are Co-Chairmen of the Employment Committee who talk to the airlines, the Port of New York Authority and other employers involved in the airport as far as employees are concerned and getting minority workers jobs. So this construction trades profiling is one of the outgrowths of the involvement that BICC has there.

Mr. Proctor asked Mr. Stewart, are you going to profile just the journeymen or new applicants?

Mr. Stewart replied that BICC will be doing both. Mr. Fontaine has 500 potential apprentices and BICC will be assisting him in their screening process to determine if they have any skills. If they have any skills, it will show up and they will match to a given trade; if they do not have the necessary skills, the preferences will show that they may be trainable. This should take place in the next 10 days.

He went on to say that when BICC outstations one of their employment people, we have explored with the College of Medicine & Dentistry of N.J., of having one of their people outstationed here on a loan basis to replace the person who will be out of BICC's offices.

There was a discussion among the board members on the Newark Plan and the Federal Plan. The board members agreed to put out a press release stating that BICC board members back the Newark Plan.

Mr. Washington suggested to get Senator Williams more involved with this since he was for the Newark Plan and if necessary, send someone down to Washington, D.C. to hold a news conference and to seek publicity.

#### FUND RAISING:

Mr. Stewart reported that the Schumann Foundation is very disenchanted with the employment area. They are very high on BICC but Mr. McCall does not feel that his board will be enthusiastic about supporting an employment kind of function, but Mr. McCall will try. The same is true with the Victoria Foundation. We should know something by the end of June, 1972.

Mr. Stewart repeated that what has been happening here at BICC is not a competitive employment agency or function, but a new kind of counselling approach to the employment area. This is exploration area that the Department of Labor group sees as a kind of viable instrument which may cause the State Employment Service great trauma but yet for all, it may be something they will have to live with.

Mr. Proctor stated that the Black & Puerto Rican Caucus have made it clear that

they are interested in setting policies which lead directly to employment. He went on to say that he is opposed to the combining of the Urban League, Urban Coalition and BICC because we must all recognize the need for employment and the Black & Puerto Rican community plans to lobby to have BICC enlarged not decreased and they will not stand for any diminishing of the staff at BICC or the organization itself.

He does not think BICC is in the same class with the Urban League, the Urban Coalition or any of the other agencies in this community. He thinks that businessmen should know that BICC will go further in terms of placement. He also thinks that 100 jobs last year is not nearly enough. The Black & Puerto Rican Caucus is talking about 10,000 jobs. If they do not see some very definite changes in the employment rate coming out of BICC offices and out of the companies represented on BICC's board, he will go public with this, he will not just talk about this behind closed doors.

Mr. Stewart went on to report that BICC has been involved with the Department of Practical Arts, the Board of Education and working very closely with Mr. Wesley Danilow, the Coordinator of Vocational Education and Mr. Ken Kubicki of Western Electric, on the Teacher Mini-Internship funded by the Vocational Guidance Institute. So far we have 12 companies who have been committed. It seems that the pattern which BICC developed here and the work they've done like coordinating with businesses and getting the teacher involved, will be used as a model for the other programs throughout the state.

Mr. Proctor stated that he would like to receive each month the figures on the people whom BICC runs thru the computer, the referrals and the number of hires. He proposed that it be worked out that at each Executive Committee meeting, the board members will be able to know the number of hires and the number of referrals. He also would like to have the name of the companies and the job titles.

Mr. Stewart stated that he feels it's more meaningful to know the type of employment so that BICC can develop and talk about levels of employment and degrees of sophistication, rather than simply say this month we made 15 referrals and 3 hires.

#### TASK FORCE COMMITTEE:

Mr. Proctor stated that he hoped everyone on the board received a letter from him representing the Black & Puerto Rican Caucus, a letter indicating that the Caucus had asked BICC to set a goal of 10,000 jobs, getting people placed into jobs or upgrading into new jobs, for black and Puerto Ricans for the year 1972. He stated that the progress of this matter has been highly questionable as such. We are one quarter of the way into 1972 and the Caucus wants to know just what progress has been made. He asked the representatives from each of the companies to bring with them figures indicating the progress, and if they had no figures indicating the progress, at least some figures indicating what kinds of goals they may set in the various job categories.

Mr. Wolf stated that by the next Executive Committee meeting, Mr Proctor should have more data because right now this is the EEOC time. He believes that the cut off date for the EEOC is March 31, 1972. He continued, that since the EEOC data

must be in by the end of March, there is no reason why the board members cannot have some kind of data by the next board meeting.

Mr Proctor went on to say that he would assume that each company would probably have some reason why their company could not reach the goals which the Black & Puerto Rican Caucus asked for at the beginning of the year, which the Black & Puerto Rican Caucus felt was possible and meaningful. The Caucus would still like to know what the companies would suggest as possible and meaningful.

Mr. Proctor stated that he had asked Mr. Dennis Cherot to be a chairman of the Membership committee to work with Mr. Wilson. He also reported that he gave the two gentlemen a listing of the companies who are supposed to be member companies of BICC and they are to call these companies to find out (1) if they are really in or out, (2) so that we can try to get more activity out of these companies, and (3) attract new companies and to help us reach our job goals.

Mr. Wolf stated that the next BICC Executive Committee meeting will be held on May 1, 1972 at Vail Hall at 4 P.M.

The meeting adjourned at 8:25 P.M.

Respectfully submitted,

Katherine Morton